



Department
for Education

Higher Education Salaries

**Using HESA data to understand the
number and salaries of staff employed by
UK Higher Education Institutions by
region and occupation.**

January 2020

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Summary

This release provides information on the salary distribution of staff employed by UK Higher Education Institutions (HEIs) in 2017/18 by region, both for all academic staff and for those defined, according to the Standard Occupational Classification ([SOC](#)) code¹ as being Science, Engineering and Production Technicians. This analysis was conducted in response to a call for evidence by the Migration Advisory Committee ([MAC](#)) regarding the current salary threshold for a Tier 2 visa.

The data shows that the majority of academic HE staff earn over £30,000, this varies by region with a higher proportion of staff in the devolved administrations earning less than £30,000 compared to England. The data also shows that the majority of Science, Engineering and Production Technician staff (academic and non-academic) earn less than £30,000, again we see variations by region.

Published Data

The Higher Education Statistics Agency (HESA) annually publishes information regarding staff employed at UK HEIs, including salary information.

In 2017/18 HESA data showed that there were around 430,000 staff employed, of which around 212,000 were employed on an academic contract. Academic contracts are defined as those for the planning, directing and undertaking academic teaching and research. This includes lecturers and researchers, but also vice chancellors and medical professional who undertake research.

Published [HESA data](#) on salary thresholds didn't provide the level of granularity needed for the Department for Education to support the MAC in understanding how the Tier 2 salary threshold compared to typical academic salaries, including those of technicians, across the regions of the UK.

¹ The Standard Occupational Classification (SOC) is a common classification of occupational information for the UK.

Salaries at UK HEIs

This analysis uses unpublished HESA data to create breakdowns of the number of academic staff in HEIs within different salary brackets by region of provider and contract type. This is then further broken down using SOC codes to isolate Science, Engineering and Production Technician staff.

Table 1 shows the results for all academic staff by salary and region employed in UK HEIs. We focus on the proportion of staff with salaries that meet the current [Tier 2](#) minimum salary threshold of £30,000, with table 2 showing the percentage of all academic staff that earn below that level in each region. This shows variation across the UK, with 8.4% of all academic staff employed at HEIs in Wales earning less than £30,000, compared with 14.1% in Scotland, and 5.5% for London, 5.4% for the South East and 7.3% for England as a whole.

Table 3 shows all (academic and non-academic) Science, Engineering and Production Technician staff by salary and region employed by UK HEIs. We have included both academic and non-academic staff because the majority of Science, Engineering and Production Technician staff are on non-academic contracts. These staff are defined by SOC code 311. Table 4 shows that of those classified as Science, Engineering and Production Technicians employed by UK HEIs around 60% earn less than £30,000. As with academic staff, this varies by region (for example in Wales around 70% earn less than £30,000 compared to 50% in London and the South East and 60% in England as a whole).

Table 5 shows the same data but only for *academic* Science, Engineering and Production Technician staff, with Table 6 showing the percentage in each region earning less than £30,000. Around 50% of Science, Engineering and Production Technicians employed by UK HEIs earn less than £30,000. This suggests that such technicians on academic staff contracts typically earn more than those who are non-academic. Again, we see variations by region with around 70% of staff in Northern Ireland earning less than £30,000 compared to 55% in England.

Table1: All Academic staff by Salary and Region in UK HEIs 2017/18

Region	£1 to £7,000	£7,000 to £10,000	£10,001 to £15,000	£15,001 to £20,000	£20,001 to £25,000	£25,001 to £30,000	£30,001 to £35,000	£35,001 to £40,000
East Midlands	-	-	15	20	325	915	3,030	2,285
East of England	-	-	-	55	420	1,365	2,720	2,370
London	-	5	130	90	235	1,995	4,945	8,535
North East	-	-	-	5	160	430	1,045	1,345
North West	-	-	-	110	510	1,470	3,080	3,300
West Midlands	-	-	-	35	125	1,300	2,565	3,100
Yorkshire and The Humber	-	-	-	15	70	545	2,215	2,725
South East	-	-	-	30	250	1,405	5,570	7,945
South West	-	-	-	10	95	680	1,815	2,800
England	-	5	145	365	2,190	10,105	26,990	34,400
Northern Ireland	-	-	-	5	15	215	505	460
Scotland	-	-	-	100	580	2,535	3,090	4,100
Wales	-	-	-	15	85	760	1,740	2,415
Grand Total	-	5	145	480	2,875	13,620	32,320	41,370

Region	£40,001 to £45,000	£45,001 to £50,000	£50,001 to £55,000	£55,001 to £60,000	£60,001 to £65,000	£65,001 to £70,000	Sum of £70,001 to £75,000	£75,001 to £80,000
East Midlands	1,245	2,335	560	915	615	250	245	190
East of England	1,285	1,650	855	1,085	575	175	405	180
London	7,805	4,665	3,415	3,610	2,830	1,100	840	655
North East	625	1,520	375	680	280	215	240	130
North West	2,080	3,285	1,355	1,360	890	575	475	340
West Midlands	1,370	3,065	850	1,380	630	210	360	150
Yorkshire and The Humber	1,520	3,115	875	1,540	585	345	455	260
South East	2,640	3,770	1,810	2,115	1,925	770	450	405
South West	1,695	2,215	635	1,240	395	340	340	170
England	20,265	25,615	10,730	13,925	8,730	3,975	3,810	2,490
Northern Ireland	280	655	180	335	105	85	35	70
Scotland	2,035	3,320	1,130	2,405	815	355	465	310
Wales	895	1,355	530	715	420	255	170	100
Grand Total	23,470	30,950	12,570	17,385	10,070	4,670	4,480	2,970

Region	£80,001 to £85,000	£85,001 to £90,000	£90,001 to £95,000	£95,001 to £100,000	£100,001 to £150,000	Over £150,000	Total
East Midlands	250	140	80	115	260	20	13,805
East of England	145	165	110	120	340	25	14,040
London	535	655	475	495	1,300	285	44,605
North East	95	85	55	85	140	15	7,525
North West	245	265	180	150	400	70	20,145
West Midlands	165	205	135	110	380	65	16,205
Yorkshire and The Humber	240	160	145	135	240	30	15,230
South East	330	310	320	240	630	75	30,995
South West	140	160	95	75	240	30	13,165
England	2,155	2,150	1,585	1,530	3,930	615	175,715
Northern Ireland	45	30	45	25	75	-	3,170
Scotland	365	270	210	215	495	50	22,840
Wales	115	215	65	250	135	20	10,255
Grand Total	2,680	2,660	1,910	2,020	4,635	690	211,980

1. All values rounded to the nearest 5 and therefore lower value data may get washed out in the rounding process
2. Totals may not sum due to rounding
3. Based on DfE Analysis of unpublished HESA data
4. Values in tables are on a headcount basis
5. Salary is defined as the gross basic salary per annum (full-time equivalent) in pounds sterling, as stated in the contract at the reference date, or at the end of the contract, if earlier ([HESA](#))

Table 2: Percentage of All Academic staff that earn below £30,000 by Region 2017/18

Region	% of staff earning less than £30,000
East Midlands	9.2%
East of England	13.1%
London	5.5%
North East	8.0%
North West	10.4%
West Midlands	9.0%
Yorkshire and The Humber	4.1%
South East	5.4%
South West	6.0%
England	7.3%
Northern Ireland	7.5%
Scotland	14.1%
Wales	8.4%
Grand Total	8.1%

1. Percentages are calculated from unrounded figures and rounded to one decimal place
2. Totals may not sum due to rounding
3. Based on DfE Analysis of unpublished HESA data
4. Values in tables are on a headcount basis
5. Salary is defined as the gross basic salary per annum (full-time equivalent) in pounds sterling, as stated in the contract at the reference date, or at the end of the contract, if earlier ([HESA](#))

Table 3: All (Academic and non-Academic) Science, Engineering and Production Technician staff by Salary and Region in UK HEIs 2017/18

Region	£1 to £7,000	£7,000 to £10,000	£10,001 to £15,000	£15,001 to £20,000	£20,001 to £25,000	£25,001 to £30,000	£30,001 to £35,000
East Midlands	-	-	-	200	280	285	205
East of England	-	-	-	45	110	220	210
London	-	-	-	45	230	440	465
North East	-	-	-	65	205	215	100
North West	-	-	20	150	405	480	330
West Midlands	-	5	5	95	215	215	115
Yorkshire and The Humber	-	-	5	160	370	360	325
South East	-	-	-	145	350	530	270
South West	-	-	5	80	240	195	155
England	-	5	40	990	2,405	2,935	2,185
Northern Ireland	-	-	-	35	95	110	80
Scotland	-	-	5	245	420	465	610
Wales	-	-	-	110	185	135	120
Grand Total	-	5	50	1,380	3,100	3,645	2,995

Region	£35,001 to £40,000	£40,001 to £45,000	£45,001 to £50,000	£50,001 to £55,000	£55,001 to £60,000	£60,001 to £65,000	Over £65,000	Total
East Midlands	185	20	15	5	-	-	-	1,190
East of England	95	20	10	5	-	-	-	715
London	280	275	80	90	40	5	-	1,955
North East	90	15	25	-	-	-	-	720
North West	100	15	10	5	-	-	-	1,520
West Midlands	45	10	5	-	5	-	-	720
Yorkshire and The Humber	135	15	30	-	-	-	-	1,405
South East	165	35	35	5	5	-	-	1,550
South West	65	5	5	-	-	-	-	755
England	1,170	415	215	110	60	5	-	10,530
Northern Ireland	30	-	-	-	-	-	-	350
Scotland	295	50	15	5	-	-	-	2,120
Wales	50	-	5	-	-	-	-	605
Grand Total	1,540	470	235	115	65	5	-	13,610

1. All values rounded to the nearest 5 and therefore lower value data may get washed out in the rounding process
2. Totals may not sum due to rounding
3. Based on DfE Analysis of unpublished HESA data
4. Values in tables are on a headcount basis
5. Based on [SOC2010 code](#) 311: Science, Engineering and Production Technicians
6. Salary is defined as the gross basic salary per annum (full-time equivalent) in pounds sterling, as stated in the contract at the reference date, or at the end of the contract, if earlier ([HESA](#)).

Table 4: Percentage of (Academic and non-Academic) Science, Engineering and Production Technician staff earning less than £30,000 by region 2017/18

Region	% of staff earning less than £30,000
East Midlands	64.0%
East of England	52.6%
London	36.8%
North East	66.7%
North West	69.7%
West Midlands	74.5%
Yorkshire and The Humber	63.6%
South East	66.3%
South West	68.5%
England	60.5%
Northern Ireland	68.0%
Scotland	53.8%
Wales	70.5%
Grand Total	60.1%

1. Percentages are calculated from unrounded figures and rounded to one decimal place
2. Totals may not sum due to rounding
3. Based on DfE Analysis of unpublished HESA data
4. Values in tables are on a headcount basis
5. Based on [SOC2010 code](#) 311: Science, Engineering and Production Technicians
6. Salary is defined as the gross basic salary per annum (full-time equivalent) in pounds sterling, as stated in the contract at the reference date, or at the end of the contract, if earlier ([HESA](#)).

Table 5: Academic Science, Engineering and Production Technician staff by Salary and Region in UK HEIs 2017/18

Region	£1 to £15,000	£15,000 to £20,000	£20,000 to £25,000	£25,001 to £30,000	£30,001 to £35,000	£35,001 to £40,000	£40,000 to £45,000
East Midlands	-	-	25	25	10	20	5
East of England	-	-	5	5	5	5	-
London	-	-	10	20	40	25	10
North East	-	-	15	20	5	5	-
North West	-	5	45	80	30	5	-
West Midlands	-	-	5	15	25	5	-
Yorkshire and The Humber	-	-	5	-	15	5	-
South East	-	-	25	20	20	10	5
South West	-	-	5	10	10	5	-
England	-	10	145	195	155	80	20
Northern Ireland	-	-	5	15	5	5	-
Scotland	-	5	20	25	55	20	15
Wales	-	-	5	5	5	5	-
Grand Total	-	20	170	245	220	115	35

Region	£45,001 to £50,000	£50,001 to £55,000	£55,001 to £60,000	Over £60,000	Total
East Midlands	-	-	-	-	85
East of England	-	-	-	-	20
London	5	-	5	-	115
North East	-	-	-	-	40
North West	-	-	-	-	170
West Midlands	-	-	-	-	50
Yorkshire and The Humber	-	-	-	-	25
South East	5	-	-	-	85
South West	-	-	-	-	35
England	10	5	10	-	630
Northern Ireland	-	-	-	-	35
Scotland	-	-	-	-	145
Wales	-	-	-	-	20
Grand Total	10	5	10	-	830

1. All values rounded to the nearest 5 and therefore lower value data may get washed out in the rounding process
2. Totals may not sum due to rounding
3. Based on DfE Analysis of unpublished HESA data
4. Values in tables are on a headcount basis
5. Based on [SOC2010 code](#) 311: Science, Engineering and Production Technicians
6. Salary is defined as the gross basic salary per annum (full-time equivalent) in pounds sterling, as stated in the contract at the reference date, or at the end of the contract, if earlier ([HESA](#)).

Table 6: Percentage of Academic Science, Engineering and Production Technician staff earning less than £30,000 by Region 2017/18

Region	% of staff earning less than £30,000
East Midlands	60.5%
East of England	59.0%
London	28.2%
North East	78.0%
North West	77.6%
West Midlands	36.0%
Yorkshire and The Humber	20.8%
South East	52.2%
South West	54.9%
England	55.2%
Northern Ireland	71.2%
Scotland	36.2%
Wales	45.9%
Grand Total	52.4%

1. Percentages are calculated from unrounded figures and rounded to one decimal place
2. Totals may not sum due to rounding
3. Based on DfE Analysis of unpublished HESA data
4. Values in tables are on a headcount basis
5. Based on [SOC2010 code](#) 311: Science, Engineering and Production Technicians
6. Salary is defined as the gross basic salary per annum (full-time equivalent) in pounds sterling, as stated in the contract at the reference date, or at the end of the contract, if earlier ([HESA](#)).



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